



ANTI DISCRIMINATION POLICY

Chandigarh, India

Policy for the Prevention of Workplace Discrimination

SARK recognizes the invaluable contribution of each individual, bringing diverse perspectives and capabilities to our team. Fostering a workplace free from discrimination is crucial for cultivating and nurturing a broad spectrum of talents. To achieve this, SARK is committed to embedding a non-discrimination policy and practice throughout the company in alignment with corporate principles and internationally benchmarked business practices.

Policy Statement:

SARK's human resources approach is rooted in the core belief of promoting meritocracy within the organization, concurrently fostering diversity and providing equal opportunities to all employees. SARK unequivocally condemns and prohibits any form of direct or indirect discrimination in recruitment, compensation, access to training, promotion, termination, or retirement based on factors such as caste, religion, disability, gender, age, race, colour, ancestry, marital status, or affiliation with a political, religious, or union organization or minority group.

Implementation: The dissemination of this policy occurs through regular meetings and updates to all employees. Each operational unit is responsible for ensuring adherence to this policy, with the respective Heads overseeing its implementation in their business domains.

Monitoring & Auditing: The responsibility for upholding the non-discrimination employment policy lies with the Unit Head, who conducts annual reviews of anti-discriminatory complaints and addresses them on a case-by-case basis. This monitoring and auditing process ensures ongoing compliance with international standards and best practices.